

**Windsor Board of Education  
Regular Meeting**

Tuesday, November 18, 2025 7:00 PM

BOE Regular Meeting, Hybrid via Zoom and In-Person Join from PC, Mac, iPad, or Android:  
<https://us06web.zoom.us/j/83303897489> Join via audio: +1 646 558 8656 +1 301 715 8592 Webinar ID: 833  
0389 7489

601 Matianuck Avenue  
Windsor, CT 06095

1. Call to Order, Pledge to the Flag, Moment of Silence  
**Speaker(s):** A. Taylor
2. Recognitions/Acknowledgements  
**Speaker(s):** A. Taylor
  - 2.a. CAPSS Student Leadership Awards for Sage Park Middle School—**Audrey Khang**, Academic Excellence; **Arielle Hutchinson** Community Service; **Kayshaneque Stewart**, Leadership. CAPSS Student Leadership Awards for Windsor High School—**Gracelyn Lacoss**, Academic Excellence; **Laila Ly**, Community Service; **Faiza Inusah**, Leadership  
**Speaker(s):** N. Abdel-Hady, L. Jorgensen, B. Parker
  - 2.b. State Accountability Report  
**Speaker(s):** N. Abdel-Hady
3. Audience to Visitors  
**Speaker(s):** A. Taylor
4. Consent Agenda  
**Speaker(s):** A. Taylor
  - 4.a. Financial Report  
**Speaker(s):** D. Batchelder
  - 4.b. Enrollment Report  
**Speaker(s):** D. Batchelder
  - 4.c. Food Service Report  
**Speaker(s):** D. Batchelder
  - 4.d. Human Resources Report  
**Speaker(s):** D. Batchelder
  - 4.e. Appointment of Representatives to Town of Windsor Insurance Commission  
**Speaker(s):** D. Batchelder
5. Approval of Minutes  
**Speaker(s):** T. Zotter
  - 5.a. October 21, 2025 Regular Meeting  
**Speaker(s):** T. Zotter
  - 5.b. November 10, 2025 Special Meeting (Organizational)  
**Speaker(s):** T. Zotter
6. Student Representative Report  
**Speaker(s):** B. Smart
7. Board of Education  
**Speaker(s):** A. Taylor
  - 7.a. President's Report  
**Speaker(s):** A. Taylor
  - 7.b. Committee and Liaison Assignments  
**Speaker(s):** A. Taylor
8. Superintendent's Report  
**Speaker(s):** N. Abdel-Hady
  - 8.a. Budget Assumptions, 1st Reading  
**Speaker(s):** D. Batchelder
  - 8.b. WHS Program of Studies 2026-2027, 2nd Reading  
**Speaker(s):** D. Fudge
  - 8.c. Curriculum Development, 2nd Reading  
**Speaker(s):** A. Taylor
    - 8.c.1. Geometry  
**Speaker(s):** M. Mains
    - 8.c.2. English Seminar (English 12)

- Speaker(s):** M. Martinez
- 8.c.3.Human Geography, Global Studies
- Speaker(s):** M. Martinez
- 8.c.4.Sports & Society
- Speaker(s):** M. Martinez
- 8.c.5.Film to Literature
- Speaker(s):** M. Martinez
- 8.c.6.Voices Under Fire: Literature, Censorship, and Advocacy
- Speaker(s):** M. Martinez
- 8.c.7.African American Literature
- Speaker(s):** M. Martinez
- 8.c.8.Leaving your Legacy
- Speaker(s):** M. Martinez
- 8.d. Policy Adoption, 2nd Reading
- Speaker(s):** N. Wolliston
- 8.d.1. Revised P 3542.43 Meal Charging
- Speaker(s):** D. Batchelder
- 9. Committee Reports
- 9.a. Long-Range Planning Committee
- Speaker(s):** T. Zotter
- 10. Announcements
- Speaker(s):** A. Taylor
- 10.a. Next BOE Regular Meeting is Tuesday, December 16, 2025, Public Forum on Budget Process at 6:30 PM and the Regular Meeting at 7:00 PM, LPW, Board Room
- Speaker(s):** A. Taylor
- 11. Audience to Visitors
- Speaker(s):** A. Taylor
- 12. Discussion and possible action regarding collective bargaining agreements (Nurses, School Administrators and Supervisors) (Executive Session Anticipated)
- Speaker(s):** D. Batchelder
- 12.a. Ratification of collective bargaining agreement between the Board of Education and the CSEA-SEIU Local 2001 (Nurses) (Executive Session and Action Anticipated)
- Speaker(s):** D. Batchelder
- 12.b. Ratification of Windsor School Administrators' and Supervisors' Association (WSASA) Contract (Executive Session and Action Anticipated)
- Speaker(s):** D. Batchelder
- 13. Adjournment
- Speaker(s):** A. Taylor

# WINDSOR BOARD OF EDUCATION

## Agenda Item

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared By:** Dr. Noha Abdel-Hady

**Presented By:** Liana Jorgensen/Dr. Breon Parker

**Subject:** CAPSS Student Awards

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### **Background:**

The CAPSS Superintendent/Student Award Recognition Program is designed to be a meaningful superintendent-to-student link, and to provide positive public awareness of the role of the local and chief school administrator.

The following students are recipients of the Connecticut Association of Public School Superintendents' Award (CAPSS). These students are described as "exemplary" and the awards are based on community service and service to others, academic prowess and leadership service to the school community.

#### Recognition CAPSS SPMS Student Awards

- Academic Excellence: Audrey Khang
- Community Service: Arielle Hutchinson
- Leadership: Kayshaneque Stewart

#### Recognition CAPSS WHS Student Awards

- Academic Excellence: Gracelyn Lacoss
- Community Service: Laila Ly
- Leadership: Faiza Inusah

**Status:** N/A

**Recommendation:** N/A

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**Recommended by the Superintendent:** 

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Dr. Noha Abdel-Hady      **PRESENTED BY:** Dr. Noha Abdel-Hady

**ATTACHMENTS:** BOE Academic Update November 18, 2025 Presentation

**SUBJECT:** State Accountability Report

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**BACKGROUND:**

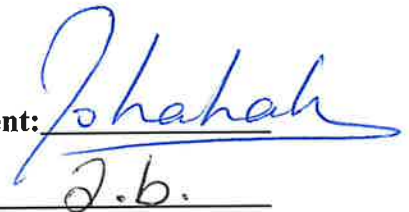
Upon request of the BOE, Dr. Noha Abdel-Hady will be presenting the 2024-2025 Next Generation Accountability Report to the BOE.

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**RECOMMENDATION:** For information only.

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**Recommended by the Superintendent:**



**Agenda Item #**

2.b.

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Danielle Batchelder

**PRESENTED BY:** Danielle Batchelder,  
Chief of Operations

**ATTACHMENTS:** October 31, 2025 Financial Report

**SUBJECT:** Financial Report

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**BACKGROUND:**

A report of operating expenditures is prepared monthly for the Board of Education. The report details monthly and year-to-date expenditures for each site within Windsor Public Schools.

**STATUS:**

The attached report is for the month of October 2025

There were no inter-site transfers during the month.

**RECOMMENDATION:**

No action is necessary. The report is for information only.

The Secretary of the Board of Education should include the following in the minutes of this Board of Education meeting:

Expenditures for October 31, 2025	\$ 8,818,191
Expenditures & Encumbrances through October 31, 2025	\$24,457,012

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**Reviewed by:**     *DB*    

**Recommended by the Superintendent:**     *Zoharahady*    

**Agenda Item #**     4, a.

Windsor Public Schools  
Financial Report  
October 31, 2025

	2025-2026 Budget	Expenditures YTD 10/31/25	Encumbrance	Balance 6/30/2026	% Balance
<b>Instructional Services</b>					
Clover Street School	50,170	13,947	4,054	32,169	64%
John F. Kennedy School	71,950	23,474	5,147	43,329	60%
Oliver Ellsworth School	74,230	17,036	12,323	44,871	60%
Poquonock School	56,800	11,019	9,553	36,228	64%
Sage Park Middle School	184,935	35,825	47,887	101,223	55%
Windsor High School	355,145	96,124	44,641	214,380	60%
Windsor High School Interscholastic Sports	260,000	118,931	93,382	47,687	18%
Athletic Coaches	336,000	202,928	0	133,072	40%
WHS Career & Technical Education	59,745	11,641	14,956	33,148	55%
Continuing Education	70,400	9,632	780	59,988	85%
Instructional Mgt. & Curriculum Development	469,649	46,978	14,167	408,504	87%
Magnet School Tuition	1,860,600	4,733	0	1,855,867	100%
Technology	1,677,761	874,924	78,044	724,793	43%
<b>Total Instructional Services</b>	<b>5,527,385</b>	<b>1,467,192</b>	<b>324,934</b>	<b>3,735,259</b>	<b>68%</b>

<b>Education Support Services</b>					
Pupil Personnel Services	316,350	66,806	17,995	231,549	73%
Special Education	83,450	14,628	8,429	60,393	72%
Special Education Tuition	6,779,140	1,070,210	104,118	5,604,812	83%
Policy & Planning	133,386	58,343	27,243	47,800	36%
Employee Personnel Services	152,000	48,719	13,487	89,794	59%
Financial Management	270,840	62,624	115,487	92,729	34%
Financial Services	38,500	11,164	9,705	17,631	46%
Pupil Transportation & Safety	3,759,399	640	0	3,758,759	100%
Special Education Transportation	2,773,200	524,286	0	2,248,914	81%
Physical Plant Services	3,150,200	788,060	1,834,094	528,046	17%
Major Maintenance	423,000	170,266	61,934	190,800	45%
L.P. Wilson Center	281,500	56,980	155,849	68,671	24%
Benefits	14,609,975	3,402,363	292,094	10,915,518	75%
Certified Salaries	36,804,366	9,790,420	0	27,013,946	73%
Non-Certified Salaries	12,118,087	3,477,023	0	8,641,064	71%
Regular Ed Tutor Salaries*	668,833	158,674	0	510,159	76%
Special Ed Tutor Salaries	512,940	107,881	0	405,059	79%
Substitute Salaries	816,573	194,983	0	621,590	76%
FRC & SEL	56,000	15,202	5,179	35,619	64%
<b>Total Education Support Services</b>	<b>83,747,739</b>	<b>20,019,272</b>	<b>2,645,614</b>	<b>61,082,853</b>	<b>73%</b>

<b>Total All Sites</b>	<b>\$89,275,124</b>	<b>\$21,486,464</b>	<b>\$2,970,548</b>	<b>\$64,818,112</b>	<b>73%</b>
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**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Jen Clarke,  
Registration Coordinator

**PRESENTED BY:** Danielle Batchelder,  
Chief of Operations

**ATTACHMENTS:** Student Enrollment Report & Recap

**SUBJECT:** Student Enrollment as of November 1, 2025

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**BACKGROUND:**

Attached are the enrollment figures as of November 1, 2025. Mrs. Batchelder will answer any questions.

**STATUS:**

In prior BOE enrollment reports, the enrollment report grouped all students into one category labeled "Outside Placement/Private Placement (SPED)". Beginning in September 2016, the Out Placement/Private Placement (SPED) line was separated into two categories:

1. *Out of District Placement-Special Education students*
2. *Private Placement Special Education students*

**Out of District - Special Education:** Those students who are placed at a Connecticut State Department of Education (CSDE) approved private special education program as recommended by a planning and placement team (PPT) as part of a student's individualized education program (IEP). Additionally, this category may include a family who moves into Windsor with a child who has a disability who has already been placed in a private special education program and/or children who are placed in Windsor foster home(s) by the Department of Children and Families (DCF) and are already enrolled in a private special education program.

**Private Placement - Special Education:** Those students who have been identified special education through the planning and placement team (PPT) process that have been parentally placed at a non-public school located in Windsor (i.e., St. Gabriel, Trinity Christian, Madina Academy, Praise Power & Prayer, etc.).

**RECOMMENDATION:**

Informational

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**Reviewed by:**     

**Recommended by the Superintendent:**     

**Agenda Item #**     4.b.

**Windsor Public Schools  
Student Enrollment Report  
November 1, 2025**

**Enrollment in Windsor Public Schools**

Grades PreK - 5	1,361
Grades 6-8	731
Grades 9-12	1,110
<b>Total District Enrollment</b>	<b>3,202</b>

**Windsor Students not in District Schools**

Out of District Placements (SPED)	26
Private Schools (St.Gabriels, Trinity Christian, Medina Academy; Praise, Power&Prayer)	51
CREC Montessori Hartford	10
CREC Metropolitan Learning Center (MLC)	38
CREC Miscellaneous Magnet Schools	272
Hartford Host Magnet Schools	187
Miscellaneous Magnet Schools (LEARN, Goodwin College & Global Experience)	21
A.I. Prince Technical High School	22
Howard Cheney Technical High School	13
	<b>640</b>
<b>Total Students</b>	<b>3,842</b>

**Windsor Public Schools  
Student Enrollment Report  
November 1, 2025**

<b>GRADE</b>	<b>Poquonock School</b>	<b>Clover Street School</b>	<b>Oliver Ellsworth School</b>	<b>John F. Kennedy School</b>	<b>Total</b>
PreK	61		0		61
K	87		114		201
1	77		106		183
2	88		131		219
3		108		124	232
4		101		150	251
5		85		129	214
Subtotal K-5					1,300
<b>Total</b>	<b>313</b>	<b>294</b>	<b>351</b>	<b>403</b>	<b>1,361</b>

<b>GRADE</b>	<b>Sage Park Middle School</b>
6	248
7	236
8	247
<b>Total</b>	<b>731</b>

<b>GRADE</b>	<b>Windsor High School</b>
9	282
10	248
11	304
12	276
<b>Total</b>	<b>1,110</b>

<b>District Wide Enrollment</b>	<b>3,202</b>
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**ENROLLMENT REPORT 2025-2026  
POQUONOCK SCHOOL**

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
		<b>Kindergarten</b>											
	23 B. Brown				14	14							
	2 R. Brown				14	14							
	24 Kowalchik				14	15							
	22 Roche				14	12							
	3 Scott				14	14							
	26 Scerra				14	15							
	ABA Ellis				5	3							
	<b>Total</b>		<b>72</b>	<b>0</b>	<b>89</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Grade 1</b>											
	17 Achim				15	15							
	11 Delsky				14	14							
	14 Cabral				14	14							
	16 Parker				15	15							
	18 Tweeddale				15	15							
	ABA Ellis				4	4							
	<b>Total</b>		<b>81</b>	<b>0</b>	<b>77</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Grade 2</b>											
	18 Alzamora				18	18							
	12 Kowaleski				18	18							
	1 McCann				17	18							
	13 Stole				17	17							
	15 Velez				17	17							
	ABA Ellis				0	0							
	<b>Total</b>		<b>109</b>	<b>0</b>	<b>87</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		<b>Sped &amp; Peer</b>											
	<b>Total</b>		<b>96</b>	<b>0</b>	<b>55</b>	<b>61</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Poquonock Totals</b>		<b>358</b>	<b>0</b>	<b>308</b>	<b>313</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**ENROLLMENT REPORT 2025-2026  
OLIVER ELLSWORTH SCHOOL**

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
<b>Kindergarten</b>													
19	Allen				14	14							
20	Kleszezeski				14	14							
21	Moreno				14	14							
22	Bishop				15	15							
23	Heacock				14	14							
24	Stevens				13	13							
25	Chapple				14	14							
26	Nash				14	14							
29	Waller (ABA)				2	2							
	<b>Total</b>		<b>113</b>	<b>0</b>	<b>114</b>	<b>114</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grade 1</b>													
10	Strickland				14	14							
11	Adamski				14	14							
12	Lawrence				16	16							
8	Billington				15	15							
15	LePage				16	16							
16	Butterick				15	15							
17	Gonzalez				14	14							
29	Waller (ABA)				2	2							
	<b>Total</b>		<b>100</b>	<b>0</b>	<b>106</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grade 2</b>													
1	Mayo				21	21							
13	Barton				22	22							
3	McDonald				21	21							
5	Montesione				22	22							
17	Deziane				20	20							
7	Ozenne				21	21							
29	Waller (ABA)				4	4							
	<b>Total</b>		<b>115</b>	<b>0</b>	<b>131</b>	<b>131</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Sped &amp; Peers</b>					0	0							
	<b>Total</b>		<b>38</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Oliver Ellsworth</b>					351	351							
	<b>Totals</b>		<b>366</b>	<b>0</b>	<b>351</b>	<b>351</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**ENROLLMENT REPORT 2025-2026  
JF KENNEDY SCHOOL**

Room #	Teacher	Grade	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
<b>Grade 3</b>													
101	Ponzini				20	19							
102	Nguyen				21	21							
103	Lamoureux				21	21							
104	Mendola				20	21							
105	May				21	21							
106	Quintanilla				21	21							
	<b>Total</b>		<b>134</b>	<b>0</b>	<b>124</b>	<b>124</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grade 4</b>													
107	Gilligan				22	21							
108	Coffey				21	20							
109	Jones				22	22							
110	Estelle				21	21							
112	Kingsley				22	22							
114	Freitas				22	22							
116	DaCosta				22	22							
	<b>Total</b>		<b>146</b>	<b>0</b>	<b>152</b>	<b>150</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grade 5</b>													
119	Johnson				22	22							
120	Carpenter				21	21							
124	Lam				23	23							
125	Mitchell				19	19							
127	Bell				22	21							
128	Everett				23	23							
	<b>Total</b>		<b>130</b>	<b>0</b>	<b>130</b>	<b>129</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Totals</b>			<b>410</b>	<b>0</b>	<b>406</b>	<b>403</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**John F. Kennedy**



**ENROLLMENT REPORT 2025-2026**  
**Windsor High School**

	Projected	1-Sept	1-Oct	1-Nov	1-Dec	1-Jan	1-Feb	1-Mar	1-Apr	1-May	1-Jun
<b>Grade 9</b>	283		280	282							
<b>Grade 10</b>	288		249	248							
<b>Grade 11</b>	270		306	304							
<b>Grade 12</b>	273		273	276							
<b>Windsor High Total</b>	<b>1,114</b>	<b>0</b>	<b>1,108</b>	<b>1,110</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** Tuesday, November 18, 2025

**Prepared By:** Patricia Patton

**Presented By:** Danielle Batchelder

**Attachments:** Cafeteria Operations – October 2025

**Subject:** Food Service Financial Report

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**Background:** The Windsor School Food Service participates in the National School Lunch Program at each of our school facilities. We also participate in the National School Breakfast Program at our four elementary schools, Sage Park Middle School and Windsor High School. We operated our Summer Food Service Program at John Fitch Park and Sharshon Park during summer break serving lunch. We are complying with the Healthy Food Certification again this year to send a consistent message to our students in keeping with our wellness policies.

Our annual goal is to operate with a small reserve account to offset unanticipated needs and to increase participation from students and staff in all our programs.

A monthly financial report is presented to the Board of Education. This report includes sales and financial information for the current period.

**Status:** Financial Report for October 2025

**Recommendation:** Informational Only

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**Reviewed by:** \_\_\_\_\_

*ROB*

**Recommended by the Superintendent:** \_\_\_\_\_

*Shahad*

**Agenda Item #** \_\_\_\_\_

*4.c.*

Windsor School Food Service  
Financial Statement  
October 2025

REVENUE	October 2025	7/1/25- YTD	October 2024	7/1/24- YTD
SALES	\$94,587.70	\$250,785.67	\$95,456.00	\$172,760.43
REIMBURSEMENTS - STATE	0.00	5,518.37	0.00	0.00
ACCOUNTS RECEIVABLE FED	154,899.34	333,526.56	151,400.53	314,184.82
CLOC	0.00	59,145.00	0.00	62,903.00
Rebates & Grants & Donations	5,000.00	5,000.00	0.00	4,753.79
9 Cents Certification	3,905.19	\$8,332.38	3,958.83	\$8,309.25
<b>REVENUE TOTALS</b>	<b>\$258,392.23</b>	<b>\$662,307.98</b>	<b>\$250,815.36</b>	<b>\$562,911.29</b>
Refunds				
<b>REVENUE TOTALS</b>	<b>\$258,392.23</b>	<b>\$662,307.98</b>	<b>\$254,774.19</b>	<b>\$638,877.33</b>
<b>EXPENSES</b>				
WAGES	\$64,627.17	\$191,896.08	\$73,731.41	\$189,848.33
PAYROLL TAXES	4,943.97	11,484.21	5,640.45	14,523.39
EMPLOYEE BENEFITS	19,123.46	40,359.84	10,664.06	31,428.37
FOOD/MILK/ICE CREAM	134,380.85	319,231.19	134,870.12	341,889.15
PAPER	11,816.47	15,480.90	6,420.74	9,631.11
TRUCK/GAS/Mileage	216.90	328.63	285.31	459.87
SUPPLIES	259.60	17,520.49	9,645.60	63,512.12
EQUIPMENT	1,221.13	188,209.97	4,776.81	159,121.41
SERVICES	2,234.23	14,096.55	9,163.40	35,998.09
<b>EXPENSE TOTALS</b>	<b>\$238,823.78</b>	<b>\$798,607.86</b>	<b>\$255,197.90</b>	<b>\$846,411.84</b>
<b>NET INCOME</b>	<b>\$19,568.45</b>	<b>-\$136,299.88</b>	<b>(\$4,382.54)</b>	<b>(\$283,500.55)</b>
<b>INVENTORY</b>	<b>\$21,035.16</b>			<b>\$16,238.01</b>
<b>OPENING BALANCE 7/1</b>	<b>\$1,055,860.38</b>		<b>\$1,985,269.08</b>	
<b>COMPUTED OPERATING POSITION</b>		<b>\$940,595.66</b>		<b>\$1,718,006.54</b>

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared By:** Katherine Zager, Human Resources Manager      **Presented By:** Danielle Batchelder, Chief of Operations

**Attachments:** Human Resources Report

**Subject:** Human Resources Report for October 1, 2025 – October 31, 2025

**CERTIFIED NEW HIRES**

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>'25-'26 Grade/Step</b>
Madison Marques	Limited Classroom Teacher (Grade 3)	Clover Street	MA Step 3
Janet Llana	Spanish Teacher	Windsor High	MA Step 14

**NON-CERTIFIED NEW HIRES / REAPPOINTMENTS**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Rockell Foster	Building Substitute	John F. Kennedy
Larissa Wiggins	Part-Time Treehouse Group Leader	John F. Kennedy
Robin Garrison	Part-Time Lunchroom Monitor	John F. Kennedy
Nancy Field	Part-Time Reading Tutor	John F. Kennedy
Jahcasia Ryan	Paraeducator	Oliver Ellsworth
Darlayna Gayle	Paraeducator	Oliver Ellsworth
Hailey Powell	Part-Time Treehouse Group Leader	Oliver Ellsworth
Sierra Gilmore	Part-Time Lunchroom Monitor	Poquonock
Randi Simons	Full-Time Math Tutor (Temporary)	Sage Park
Maurice Flowers	Building Substitute	Sage Park
Aziz Harram	Paraeducator	Windsor High
Christy Faenza	Part-Time Job Coach	CBTA - LPW
Shania Fleeting	Part-Time Tutor	SPARK - LPW
Amanda Mocombe	Part-Time Tutor	SPARK - LPW
Collin Burgher	Substitute Custodian	Districtwide

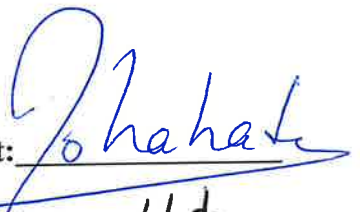
**REASSIGNMENTS / TRANSFERS**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Christine Jerome-Patten	Elementary Cook	Clover Street
Lynne Reynolds	Cashier	Clover Street
Dawn Slaughter	Paraeducator	Oliver Ellsworth
William Caffyn	Head Custodian III Elementary (Temporary)	Poquonock
Stephanie Marcelino	Full-Time Safety Monitor	Districtwide

**RESIGNATIONS / SEPARATIONS**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Stacie-Ann James	Special Education Teacher	Clover Street
Lia Negron	Spanish Teacher	Windsor High
Heidi Edelman	Paraeducator	John F. Kennedy
Tashiba Knowlin	Part-Time Lunchroom Monitor	John F. Kennedy
Timothy Porter	Building Substitute	Oliver Ellsworth
Michael Brehon	Full-Time Safety Assistant	Sage Park
Donna Ward	Part-Time SPARK Tutor	Sage Park
Mikael Bivans	Full-Time Cook	Sage Park
Amy Cunningham	Part-Time Assist. JV Girls Lacrosse Coach	Windsor High
Peter Orschiedt	Part-Time Tutor	SPARK - LPW
Angela Wilson	Full-Time Structured Literacy Tutor	LPW

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Reviewed by: DB Recommended by the Superintendent:   
Agenda Item # 4.d

**WINDSOR BOARD OF EDUCATION**

**Agenda Item**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared by:** Dr. Noha Abdel-Hady

**Presented by:** A. Taylor

**Attachments:**

**Subject:** Appointment of Representatives to Town of Windsor Insurance Commission

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**Background:**

The Insurance Commission reviews and recommends to the Risk Manager of the Town of Windsor various coverages that are necessary for both the Town and Board of Education. The Commission is comprised of five members. The Board of Education and Town Council each appoint two members, one Democrat and one Republican, to the commission. Those four appointments select a fifth member.

**Status:**

The terms of the current Board of Education appointees have expired.

**Recommendation:**

Move the Windsor Board of Education appoints Independent William Davis and Democrat Alan Relyea to a four year term which will expire on November 30, 2029 or until filled.

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**Recommended by the Superintendent:** 

**Agenda Item#** 4.e.

**Windsor Board of Education**  
**Regular Meeting – Hybrid via Zoom and In-Person**  
**Unapproved**

Tuesday, October 21, 2025 7:00 PM  
601 Matianuck Avenue  
Windsor, CT 06095

The following are the unapproved minutes of the Tuesday, October 21, 2025 Regular Meeting. Any additions or corrections will be made at a future meeting.

Ms. Jill Canter: Present  
Mr. David Furie: Present  
Mr. Jeremy Halek: Present  
Mr. Leonard Lockhart: Present  
Mr. James Madison: Present  
Mr. Paul Panos: Present  
Ms. Ayana Taylor: Present  
Mr. Nathan Wolliston: Absent  
Ms. Tracey Zotter: Present

Attendance was taken a 7:00 PM. All board members were present in the board room. Mr. Wolliston arrived at 7:16 PM.

Mr. Nathan Wolliston: Present

Ms. Canter left the meeting at 8:38 PM and did not return.

Ms. Jill Canter: Absent

1. Call to Order, Pledge to the Flag, Moment of Silence

The meeting was called to order at 7:00 PM with the Pledge to the Flag and a Moment of Silence. Also in attendance was Acting Superintendent Dr. Noha Abdel-Hady, Chief of Operations Danielle Batchelder, and Director of Pupil and Special Education Services Mary Cristofaro.

2. Recognitions/Acknowledgements

There were no recognitions.

3. Audience to Visitors

There were no speakers.

4. Planetarium Presentation

Technology teachers Rebecca Zenczak and Stephen Rodonis shared a presentation with the board on the portable planetarium being used in the district. They stated that the planetarium has been used for all grade levels and at all schools. They invited the board members to participate in a class in the near future. Board members asked follow-up questions.

Mr. Wolliston arrived during the presentation.

5. Consent Agenda

- b. Enrollment Report
- d. Human Resources Report

Move the Board of Education approve consent agenda items 5.b. Enrollment Report and 5.d. Human Resources Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.  
Yes: 9, No: 0

a. Financial Report

Questions were asked regarding the lack of a monthly financial record. Ms. Batchelder explained that each start of the school year is reflected this way with monthly spending totals reflected for October forward.

Expenditures and encumbrances through September 30, 2025      \$15,638,821

Move the Board of Education approve consent agenda item 5.a. Financial Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

b. Food Service Report

Ms. Batchelder explained that the report doesn't reflect the outstanding debt at the end of the year, as that is paid from the general fund, per federal regulations. The last school year, the food service budget was paid over \$90,000 for unpaid balances by the general fund. Currently, for the month of September, the department already has over \$10,000 in unpaid lunch balances.

Move the Board of Education approve consent agenda item 5.c. Food Service Report. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

6. Approval of Minutes

- b. September 22, 2025 Curriculum Committee Meeting
- c. September 23, 2025 Special Meeting
- d. October 6, 2025 Curriculum Committee Meeting
- e. October 9, 2025, Policy Committee Meeting
- f. October 14, 2025 Special Meeting

Move the Board of Education approve the minutes of the September 22, 2025 Curriculum Committee Meeting, the September 23, 2025 Special Meeting, the October 6, 2025 Curriculum Committee Meeting, the October 9, 2025 Policy Committee Meeting, and the October 14, 2025 Special Meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

a. September 16, 2025 Regular Meeting

Ms. Canter stated that there were missing comments by Mr. Panos during the roll call vote of agenda item 8.d. SPMS Overnight Field Trip to Quebec City, Canada. Mr. Lockhart requested clarification by the stenographer. It was agreed that, pending review of the meeting video, changes would be made accordingly. Upon review of the video, no additional comments were made by Mr. Panos during the roll call vote. Therefore, the minutes were approved as written.

Move the Board of Education approve the minutes of the September 16, 2025 Regular Meeting pending review of the meeting video and correction of minutes in needed. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

7. Student Representative Report

Ms. Smart shared the most recent WHS activities. She spoke about the "Big W" carnival and a recent blood drive. She also included updates about Homecoming and Spirit Week, as well as PSAT testing and the end of the quarter.

8. Board of Education

a. President's Report

Mr. Furie detailed recent events that he has attended in the community. He also addressed several anonymous emails that have been sent to board members, staff, and community members which are unfounded and don't allow for discussion, research, and resolution. He spoke in support of the Acting Superintendent as well as the staff who were referenced in the messages.

b. Revision to 2025-2026 School Calendar

Move the Board of Education approve the changes to their approved 2025-2026 District Calendar changing December 23, 2025 to an Early Release Day. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

9. Acting Superintendent's Report

Dr. Abdel-Hady began by reviewing the history of, the services provided by, and the number of children served by the new mobile classroom. She explained that the start of the budget process is underway and input will be requested from all staff to inform budget decisions. She spoke about how her October Coffee Talk consisted of primarily senior citizens and that community member Jimmy Mays, who represents regional Starbucks locations, provided coffee and raffle baskets for participants. The November Coffee Talk will engage the community in budget conversations. She reviewed the new, state-mandated School Climate Policy and how it will be implemented in the district. She thanked Mr. Furie and Ms. Canter to their service on the board.

b. WHS Program of Studies 2026-2027, 1st Reading

Director of Counseling Dana Fudge presented the 2026-2027 WHS Program of Studies. She answered questions about eliminated courses and new classes. Dr. Abdel-Hady explained the removal of the .4 additional credit for Jazz Ensemble students and the need for equity for all students who participate in after-school as well as attendance tracking for credit.

Move the Board of Education approve the WHS Program of Studies 2026-2027 as a 1st reading. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

d. Curriculum Development, 1st Reading

1. Geometry
2. English Seminar (English 12)
3. Human Geography, Global Studies
4. Sports & Society
5. Film to Literature
6. Voices Under Fire: Literature, Censorship, and Advocacy
7. African American Literature
8. Leaving your Legacy

Questions were sent by a board member prior to the meeting and were addressed on paper by Dr. Abdel-Hady. Several board members thanked the curriculum writers for their hard work.

Move the Board of Education approve the Curriculum Development as a 1st reading. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

e. Policy Adoption, 1st Reading

2. Revised P/AR 4311.2 Family and Medical Leave
3. Revised P/AR 5118.1 Homeless Children and Youth
4. Revised P/AR Bullying Prevention and Intervention
5. Revised P 5141.21 Administering Medications
6. Revised P/AR 5145 Policy Regarding Students and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990
7. Revised P/AR 6172.2 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum

Move the Board of Education approve the Revised Policy 3542.43 Meal Charging, Policy 4311.2 Family and Medical Leave, Policy 5118.1 Homeless Children and Youth, Policy 5131.911 (renamed Connecticut School Climate), Policy 5141.21 Administering Medications, Policy 5145 Policy Regarding Students and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, and Policy 6172.2 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum as a 1st reading, waiving the 2nd reading. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Withdrawn.

Subsidiary Motion Passed (the Main Motion was Withdrawn):

Move the Board of Education approve the Policy 4311.2 Family and Medical Leave, Policy 5118.1 Homeless Children and Youth, Policy 5131.911 (renamed Connecticut School Climate), Policy 5141.21 Administering Medications, Policy 5145 Policy Regarding Students and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, and Policy 6172.2 Policy Addressing Enrollment in an Advanced Course or Program and Challenging Curriculum as a 1st reading, waiving the 2nd reading. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Nathan Wolliston, Passed.

Yes:9, No:0

1. Revised P 3542.43 Meal Charging

This policy was pulled from the motion as it was the only policy presented that was not a rewrite by Shipman and Goodwin. Discussion involved those families who choose not to pay their children's lunch bill, those who are eligible for free or reduced meals, punitive measures against students, and government-funded food programs. Several board members expressed concerns about moving this policy forward.

Ms. Canter left the meeting at 8:30 PM and returned briefly at 8:37 PM before she completely left the meeting at 8:38 PM.

Move the Board of Education approve the revised P 3542.43 Meal Charging for a 1st Reading. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Mr. Nathan Wolliston: No, Mr. David Furie: Yes, Mr. Jeremy Halek: Yes, Mr. Leonard Lockhart: Yes, Mr. James Madison: Yes, Mr. Paul Panos: Yes, Ms. Ayana Taylor: Yes, Ms. Tracey Zotter: Yes

Yes: 7, No: 1

During the roll call vote, board members made the following comments:

Mr. Furie said a 1st reading gives us the opportunity to look at other alternatives before a 2nd reading.

Mr. Lockhart said he wanted to find ways to remove the punitive portion and provide free meals, breakfast and lunch to our students.

Mr. Madison said he is representing the people who follow the rules.

Mr. Panos said there are alternatives already available and people need to learn to deal with their problems when alternatives are available.

10. Committee Reports

a. Curriculum Committee

Ms. Taylor said they held two very productive meetings.

b. Long-Range Planning

Ms. Zotter explained the purpose of the motion. The entire process cannot begin without the consent of town council.

Move the Board of Education approve the Project Plan for the Elementary School Building Cost Benefit Study as presented, sending it to the Town Council for review. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 8, No: 0

c. Policy

Mr. Wolliston thanked everyone involved in the policy committee for their hard work.

11. Other Matters/Announcements/BOE Meetings

a. BOE Special/Organizational Meeting, Monday, November 10, 2025, 6:15 PM, Town Hall, Council Chambers

b. BOE Special Meeting, Saturday, November 15, 2025, 9:00 AM, LPW, Board Room

c. Next BOE Regular Meeting is Tuesday, November 18, 2024, 7:00 PM, LPW, Board Room

Ms. Zotter had attended the National Junior Honor Society induction ceremony at Sage Park. She congratulated the students who were recognized.

Mr. Halek said that Poquonock Elementary School would have a "Pink Out" to support breast cancer survivors on Friday.

Ms. Taylor attended several sports events at the high school.

Mr. Furie thanked Dr. Pierce for bringing high school strings performers to play for the farewell reception.

12. Audience to Visitors

There were no speakers.

13. Discussion on Transportation Contract (Executive Session - Action Anticipated)

The board entered into executive session at 9:18 PM and returned to open session at 9:40 PM.

Move the Board initiate a Request for Proposals for WPS Transportation Services. This motion, made by Ms. Ayana Taylor, Withdrawn.

Move the Board of Education advise the Chief of Operation to enter into negotiations with the current transportation service vendor. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 8, No: 0

14. Adjournment

Prior to adjournment, several board members thanked both Mr. Furie and Ms. Canter for their service on the board and the pleasure of serving with them.

Move to adjourn at 9:51 PM. This motion, made by Ms. Ayana Taylor and seconded by Mr. Paul Panos, Passed.

Yes: 8, No: 0

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Leonard O. Lockhart, Secretary  
Windsor Board of Education

**Windsor Board of Education  
Special/Organizational - Hybrid  
Unapproved Minutes**

Monday, November 10, 2025 6:00 PM  
Town Hall, Council Chambers  
275 Broad Street  
Windsor, CT 06095

The following are the unapproved minutes of the Monday, November 10, 2025 Special/Organizational. Any additions or corrections will be made at a future meeting.

Ms. Maxine Davis: Present  
Mr. Jeremy Halek: Present  
Ms. Becky Jacobsen: Present  
Mr. Leonard Lockhart: Present  
Mr. James Madison: Present  
Mr. Paul Panos: Present  
Ms. Ayana Taylor: Present  
Mr. Nathan Wolliston: Present  
Ms. Tracey Zotter: Present

All board members were present in the Town Council Chambers.

1. Call to Order, Pledge to the Flag, Moment of Silence

Dr. Noha Abdel-Hady, Acting Superintendent, called the meeting to order at 6:13 PM with the Pledge and a Moment of Silence.

Move the Board of Education suspend the rules to immediately move to items 3a, 3b, 3c and 3d then return to the special meeting agenda. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

2. Audience to Visitors

For continuity, this agenda item was moved to after item 4.

There were no speakers.

3. Election of Officers

a. Action - Election of President

Move the Board of Education accept nominations for the position of President. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Mr. Wolliston nominated Ayana Taylor as President of the Windsor Board of Education with a second by Mr. Lockhart.

Mr. Panos nominated Leonard Lockhart as President of the Windsor Board of Education with a second by Mr. Madison

Mr. Lockhart, although appreciative of the nomination, declined the nomination.

Mr. Panos withdrew his nomination of Mr. Lockhart.

Mr. Madison nominated Paul Panos as President of the Windsor Board of Education with a second by Ms. Davis.

Move the nominations be closed. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Dr. Abdel-Hady opened the floor for discussion of the nominations for Board of Education President.

Mr. Wolliston shared his reasons why Ms. Taylor should be considered for the presidency.

Mr. Madison shared his reasons why Mr. Panos should be considered for the presidency.

Dr. Abdel-Hady called on the board stenographer Robin Daly to do a roll call vote.

Roll Call:

Maxine Davis - Paul Panos

Jeremy Halek - Paul Panos

Becky Jacobsen - Ayana Taylor

Leonard Lockhart - Ayana Taylor

James Madison - Paul Panos

Paul Panos - Paul Panos

Ayana Taylor - Ayana Taylor

Nathan Wolliston - Ayana Taylor

Tracey Zotter - Ayana Taylor

5 for Ayana Taylor, 4 for Paul Panos

Dr. Abdel-Hady stated, for the record, that Ayana Taylor had been appointed Board of Education President.

b. Action - Election of Vice President

Move the Board of Education accept nominations for the position of Vice President. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Mr. Panos nominated Mr. Lockhart for Vice President.

Move the nominations be closed. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Ms. Taylor called on the board stenographer Robin Daly to do a roll call vote.

Roll Call:

Maxine Davis - Leonard Lockhart

Jeremy Halek - Leonard Lockhart

Becky Jacobsen - Leonard Lockhart

Leonard Lockhart - Leonard Lockhart

James Madison - Leonard Lockhart

Paul Panos - Leonard Lockhart

Ayana Taylor - Leonard Lockhart

Nathan Wolliston - Leonard Lockhart

Tracey Zotter - Leonard Lockhart

Unanimous for Leonard Lockhart

Ms. Taylor stated, for the record, that Leonard Lockhart had been appointed Board of Education Vice-President.

c. Action - Election of Secretary

Move the Board of Education accept nominations for the position of Secretary. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

Mr. Wolliston nominated Tracey Zotter as Secretary of the Windsor Board of Education with a second by Mr. Lockhart.

Move the nominations be closed. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.  
Yes: 9, No: 0

Ms. Taylor called on the board stenographer Robin Daly to do a roll call vote.

Roll Call:

Maxine Davis - Tracey Zotter  
Jeremy Halek - Tracey Zotter  
Becky Jacobsen - Tracey Zotter  
Leonard Lockhart - Tracey Zotter  
James Madison - Tracey Zotter  
Paul Panos - Tracey Zotter  
Ayana Taylor - Tracey Zotter  
Nathan Wolliston - Tracey Zotter  
Tracey Zotter - Tracey Zotter

Unanimous for Tracey Zotter

Dr. Abdel-Hady stated, for the record, that Tracey Zotter had been appointed Board of Education Secretary.

d. Announcement of Minority Leader

Mr. Madison announced Paul Panos as the Minority Leader.

Move to place agenda item 2, Audience to Visitors, between items 4 and 5. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

4. Committee and Liaison Assignments

Move to postpone the Committee and Liaison Assignments until the November 18, 2025 Regular meeting. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

5. Announcements

- a. BOE Special Meeting, Saturday, November 15, 2025, 9:00 AM, L.P. Wilson Community Center, Board Room
- b. BOE Regular Meeting, Tuesday, November 18, 2025, 7:00 PM, L.P. Wilson Community Center, Board Room

Each board member was given the opportunity to make announcements. There were expressions of gratitude, congratulations, and honoring of veterans.

6. Adjournment

Move to adjourn at 6:39 PM. This motion, made by Mr. Leonard Lockhart and seconded by Mr. Paul Panos, Passed.

Yes: 9, No: 0

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Tracey Zotter, Secretary  
Windsor Board of Education

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Dr. Noha Hady

**PRESENTED BY:** Ayana Taylor

**ATTACHMENTS:** N/A

**SUBJECT:** Committee and Liaison Assignments

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**BACKGROUND:**

At the BOE Organizational meeting on Monday, November 10, 2025, they voted to table the committee and liaison assignments to the November regular meeting.

**RECOMMENDATION:**

President Taylor will appoint the committee and liaison members. The BOE will then vote on the different committees and liaison positions.

Move the Executive Committee, a committee of 3, continue its work.

Move the Finance Committee, a committee of the whole, continue its work.

Move the Policy Committee, a committee of 3, continue its work, with the President as Ex Officio.

Move the Curriculum Committee, a committee of 3, continue its work, with the President as Ex Officio.

Move the Long Range Planning Committee, a committee of 3, continue its work, with the President as Ex Officio.

Move that the Joint BOE / Town Council committee, a committee of 3 BOE members and 3 Town Council members, continues its work and participates at the calling of the mayor and/or board president.

President announced the members of the Executive Committee:

President appointed \_\_\_\_\_ as Chair of the Finance Committee; membership is comprised of the whole Board; Ex Officio:

President appointed \_\_\_\_\_ as Chair of the Policy Committee; membership is \_\_\_\_\_ and \_\_\_\_\_; Ex Officio:

President appointed \_\_\_\_\_ as Chair of the Curriculum Committee; membership is \_\_\_\_\_ and \_\_\_\_\_; Ex Officio:

President appointed \_\_\_\_\_ as Chair of the Long Range Planning Committee; membership is \_\_\_\_\_ and \_\_\_\_\_; Ex Officio:

President appointed \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ as Board of Education representatives to the Joint BOE/Town Council Committee.

The Board President appoints the following School Liaisons:

- Windsor High School –
- Sage Park Middle School –
- Clover Street –
- John F. Kennedy –
- Oliver Ellsworth –
- Poquonock –

President appoints the following liaisons:

- Town Council – \_\_\_\_\_ (\_\_\_\_\_ as back-up)
- Youth Commission – \_\_\_\_\_
- Capital Region Education Council (CREC) - \_\_\_\_\_

President appoints \_\_\_\_\_ as Board of Education Parliamentarian.

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Recommended by the Superintendent:

  
Agenda Item # 7.b.

**WINDSOR BOARD OF EDUCATION**

**AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Danielle Batchelder

**PRESENTED BY:** Danielle Batchelder,  
Chief of Operations

**ATTACHMENTS:** Budget Assumptions 2026 – 2027

**SUBJECT:** Budget Assumptions in Preparation for Developing the FY 2026 – 2027 Budget  
1<sup>st</sup> Reading

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**BACKGROUND:**

Each year a set of Budget Assumptions is adopted by the Board of Education. These assumptions include cost estimated for the next fiscal year's budget and priorities in the development of the budget. The Superintendent is presenting proposed budget assumptions for consideration by the Board.

**RECOMMENDATION:**

That the Board of Education accept for a 1<sup>st</sup> Reading the Budget Assumptions for FY 2026 – 2027.

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**Reviewed by:**     *DOB*    

**Recommended by the Superintendent:**     *Johannah*    

**Agenda Item #**     *B.a.*

# DRAFT Budget Assumptions for 2026-2027

## 1<sup>st</sup> Reading

1. **Enrollment:** Each year the Windsor School District commissions the New England School Development Council (NESDEC) to conduct an enrollment projection study. NESDEC uses the cohort survival technique as well as current town-specific information into the generation of the enrollment forecasts for preparing Windsor's enrollment forecasts.

District Wide enrollment had a steady increase between 2014 – 2019. The highest enrollment was in 2019/2020 at 3,308. The district enrollment began to decrease during the 2020/2021 and 2021/2022 school years to a low of 3,242. We were back up to the 19/20 levels in 23/24 however, we had a slow decline since. Enrollment as of 10/1/2025 was 3,195.

2. **Staffing & Programs:** Based on the likelihood that the approved budget will be lean, any requests for staffing increase will be highly scrutinized and should be made with the realization that they may not survive the budget process. Decisions around staffing and program redesign or development will be driven by their potential impact on raising student achievement while honoring the commitment to be fiscally responsible.
3. **Health Insurance:** Claims have increased significantly over the past few years. Since FY22/23, claims have increased by over 2.4 million dollars. Prior to 2021, the district had a good running streak with extremely low claims which allowed us to remain relatively flat for over 10 years. We have experienced considerable increases in the number of "High Claimants." We are anticipating needing to add funds to the insurance fund for 2026/2027.
4. **State & Federal Funding/Grants:** ECS Funding & Excess Cost Funding for Windsor is expected to remain stable for 26/27. At this point, federal funding is uncertain due to the current budget disputes for public schools nationwide. Funding reliability of the Alliance Grant has varied over the past 13 years. 25/26 is year 13 of the grant. Funding for 26/27 is highly likely to remain consistent with the 25/26 funding level.
5. **Energy:** All schools are now utilizing gas instead of oil for energy and all buildings have been upgraded to LED. Locking in a rate sooner rather than later is important. Cost-saving measures within the facility and operations area are a must.
6. **Facilities:** All capital needs are presented to the Physical Plant Manager. The need to maintain our buildings is a priority.
7. **Transportation:** Windsor and Dattco will begin contract negotiations for another 5-year contract (current contract expires on 6/30/2026). Windsor's yard became unionized by the Teamsters in the Fall of 2020 which played a major factor in negotiations for term 2 of the contract. The Teamsters are now negotiating fringe benefits into their current contracts in surrounding towns. This will play a major role in the contract prices if Dattco begins offering fringe benefits to their drivers in the Windsor yard.
8. **Diesel Fuel/Gas:** Fuel has leveled off over the past year. We anticipate a small increase to both Diesel and Regular Gas. The lock in price for Diesel in 25/26 is \$2.47/gallon. The lock in price for Gas in 2025 is \$2.30/gallon. The projected rate for Diesel in 26/27 is \$2.50 and for Gas in 2026 is \$2.37. This is an overall increase of \$6,050.

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**PREPARED BY:** Dr. Noha Abdel-Hady

**PRESENTED BY:** Dr. Noha Abdel-Hady

**ATTACHMENTS:** See electronic documents attached to agenda from September 22, 2025 and October 6, 2025

**SUBJECT:** Curriculum Development, 2<sup>nd</sup> Reading

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**BACKGROUND:**

The following curriculum was presented to the full board at the BOE Regular meeting as a 1<sup>st</sup> Reading.

- Geometry
- English Seminar (English 12)
- Human Geography, Global Studies
- Sports & Society
- Film to Literature
- Voices Under Fire: Literature, Censorship, and Advocacy
- African American Literature
- Leaving your Legacy

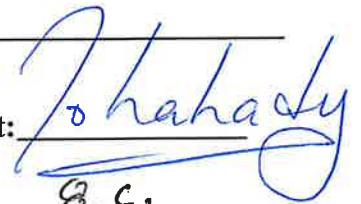
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**RECOMMENDATION:**

Move the Board approve the Geometry, English Seminar (English 12), Human Geography, Global Studies, Sports & Society, Film to Literature, Voices Under Fire: Literature, Censorship, and Advocacy, African American Literature, and Leaving your Legacy curriculum as a 2<sup>nd</sup> Reading.

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**Recommended by the Superintendent:**



Agenda Item # 8.C.

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared By:** Dr. Noha Abdel-Hady

**Presented By:** N. Wolliston/N. Abdel-Hady

**Attachments:** Policy 3542.43 Meal Charging

**Subject:** Policy Adoption, 2nd Reading

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**BACKGROUND:**

The Board of Education Policy Committee reviewed the following policies at their meeting on October 9, 2025. The policy was approved as a 1st Reading at the October 21, 2025 Regular Meeting. This is a 2nd Reading.

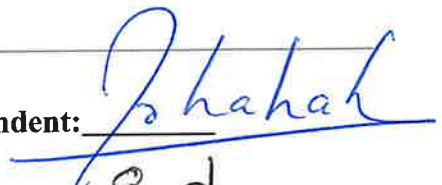
1. Revised Policy 3542.43 Meal Charging

**RECOMMENDATION:**

Move the Board of Education approve the Revised Policy 3542.43 Meal Charging, approving the policy for immediate use and distribution.

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**Recommended by the Superintendent:**



**Agenda Item #** 8.d.



Rational for Revised Policy

**P 3542.43 Meal Charging**

State law requires schools to include in any policy or procedure concerning the collection of unpaid charges for school lunches, breakfasts or other such meal, certain statutory elements. This new policy addresses the state statutory requirements and includes the requirements of the U.S. Department of Agriculture's Food and Nutrition Services Child Nutrition Programs. We encourage schools to review any existing policies or procedures on this topic, even those not formally adopted by the school's board, before adopting this new policy to ensure internal consistency and compliance with state and federal requirements.



**Business****MEAL CHARGING POLICY**

The Windsor Board of Education (the "Board") recognizes the importance of providing nutritious food to students in the Windsor Public Schools (the "District").

The Board is a sponsor of the United States Department of Agriculture (USDA) Food and Nutrition Services' Child Nutrition Programs, including the National School Lunch Program (NSLP) and the School Breakfast Program (SBP), and the District shall adhere to the federal and state guidelines and regulations pertaining to these school Child Nutrition Programs. In accordance with federal law, the Board will make a public announcement and notify parents and guardians of the eligibility criteria for free and reduced price meals and provide information regarding how a household may make an application for these benefits. Such notice and application will generally be distributed at the beginning of each school year.

**Charging Meals**

The District uses an automated prepayment system for student meal accounts. Students whose accounts have insufficient funds, and who do not bring a meal or other funds to school to pay for meals, may charge meals to their meal accounts. Students will be informed of their right to purchase a meal, which excludes a la carte items, for any school breakfast, lunch or other meal offered by the District, even if the student's account has insufficient funds.

The Board prohibits publicly identifying or shaming a student for any unpaid meal charges, including, but not limited to, the following:

- Delaying or refusing to serve a meal to such student;
- Designating a specific meal option for the student; or
- Otherwise taking any disciplinary action against the student.

**Collection of Unpaid Meal Charges**

The District's efforts to recover from households money owed due to the charging of meals must not have a negative impact on the children involved and shall focus primarily on the adults in the household responsible for providing funds for meal purchases. The District shall consider whether the benefits of potential collections outweigh the costs that would be incurred to achieve those collections.

For purposes of this policy, "delinquent debt" means unpaid meal charges.

The District will contact the parents/guardians of students who charge meals to their meal accounts in order for the District to collect the delinquent debt. The first such communication will be a written communication, by mail or e-mail, after three meals have been charged. Subsequent written and verbal communications with parents/guardians concerning delinquent debt will be made by the building administrator or designee, as may be necessary and appropriate. All communications regarding unpaid meal charges shall be made directly and discreetly to parents/guardians. Written communications with parents/guardians regarding collection of a student's unpaid meal charges shall direct the family to the district website for the free and reduced lunch application and will include information on local food pantries and the Connecticut Department of Social Services' supplemental nutrition assistance program, and a link to the District's or Town's website that lists any community services available to Town residents.

In the event a student's unpaid meal charges are equal to or more than the cost of thirty (30) meals, the parents/guardians of such student will be referred to the District's homeless education liaison.

The Board shall comply with applicable federal and state laws and other federal or state requirements concerning the collection of unpaid meal charges including, but not limited to, requirements relating to delinquent debt and "bad debt," as defined by federal law, and record-keeping relating thereto. The Board may accept gifts, donations, or grants from any public or private sources for the purpose of paying off any unpaid charges for school lunches, breakfasts or other such feeding.

### **Dissemination of Policy**

This policy shall be provided in writing to all households at the start of each school year and to households transferring to the District during the school year. This policy shall be provided to all District staff responsible for its enforcement. In addition, school social workers, nurses, the homeless liaison, and other staff members assisting children in need or who may be contacted by families with unpaid meal charges shall be informed of this policy.

The District shall maintain, to the extent required by law, documentation of the methods used to communicate this policy to households and District staff responsible for policy enforcement.

The District shall provide this policy to the Connecticut State Department of Education during Administrative Reviews.

The Superintendent or designee may, if necessary and appropriate, develop administrative regulations in furtherance of this policy.

### **Legal References:**

State law:

Connecticut General Statutes

§ 10-215 Lunches, breakfasts and other feeding programs for public school children and employees.

State of Connecticut, Department of Education, School Health, Nutrition and Family Services Operational Memorandum No. 11-22, "Connecticut Statutory Requirements for Unpaid Meal Charges in Public Schools," June 15, 2022.

State of Connecticut, Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education Operational Memorandum No. 4-17, "Guidance on Unpaid Meal Charges and Collection of Delinquent Meal Payments," Nov. 2, 2016.

Federal law:

7 C.F.R. Part 210 National School Lunch Program.

7 C.F.R. Part 220 School Breakfast Program.

7 C.F.R. Part 245 Determining Eligibility for Free and Reduced Price Meals and Free Milk in Schools.

U.S. Department of Agriculture, Food and Nutrition Service, Policy Memo SP 46-2016, "Unpaid Meal Charges: Local Meal Charge Policy," July 8, 2016.

U.S. Department of Agriculture, Food and Nutrition Service, Policy Memo SP 47-2016, "Unpaid Meal Charges: Clarification on Collection of Delinquent Meal Payments," July 8, 2016.

U.S. Department of Agriculture, Food and Nutrition Service, Policy Memo SP 57-2016, "Unpaid Meal Charges: Guidance and Q&A," Sept. 16, 2016

**Policy Adopted: December 20, 2022**

Windsor Public Schools  
Windsor, CT

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**Business**

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Subsequent written and verbal communications with parents/guardians concerning delinquent debt will be made by the building administrator or designee, as may be necessary and appropriate. All communications regarding unpaid meal charges shall be made directly and discreetly to parents/guardians. Written communications with parents/guardians regarding collection of a student's unpaid meal charges shall direct the family to the district website for the free and reduced lunch application and will include information on local food pantries and the Connecticut Department of Social Services' supplemental nutrition assistance program, and a link to the District's or Town's website that lists any community services available to Town residents.

In the event a student's unpaid meal charges are equal to or more than the cost of thirty (30) meals, the parents/guardians of such student will be referred to the District's homeless education liaison.

**In addition, while students will continue to have access to school meals consistent with federal and state law, participation in optional, non-instructional, fee-based school activities and events (e.g., field trips requiring payment, school dances, proms, or other extracurricular activities that carry an admission cost) may be restricted until the student's unpaid meal charges are resolved. This restriction shall not apply to any curricular or instructional activity that is a required component of the school program.**

**The District will ensure that families are given reasonable notice of any unpaid meal charges and opportunities to resolve them prior to restricting participation in such events. Families will be encouraged to apply for free or reduced-price meal benefits if eligible, and the District will work collaboratively with families to establish payment plans or identify resources to address meal debt where needed.**

The Board shall comply with applicable federal and state laws and other federal or state requirements concerning the collection of unpaid meal charges including, but not limited to, requirements relating to delinquent debt and "bad debt," as defined by federal law, and record-keeping relating thereto. The Board may accept gifts, donations, or grants from any public or private sources for the purpose of paying off any unpaid charges for school lunches, breakfasts or other such feeding.

### **Dissemination of Policy**

This policy shall be provided in writing to all households at the start of each school year and to households transferring to the District during the school year. This policy shall be provided to all District staff responsible for its enforcement. In addition, school social workers, nurses, the homeless liaison, and other staff members assisting children in need or who may be contacted by families with unpaid meal charges shall be informed of this policy.

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**Legal References:**

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Connecticut General Statutes

§ [10-215](#) Lunches, breakfasts and other feeding programs for public school children and employees.

State of Connecticut, Department of Education, School Health, Nutrition and Family Services Operational Memorandum No. [11-22](#), “Connecticut Statutory Requirements for Unpaid Meal Charges in Public Schools,” June 15, 2022.

State of Connecticut, Department of Education, Bureau of Health/Nutrition, Family Services and Adult Education Operational Memorandum No. [4-17](#), “Guidance on Unpaid Meal Charges and Collection of Delinquent Meal Payments,” Nov. 2, 2016.

Federal law:

7 C.F.R. Part 210 National School Lunch Program.

7 C.F.R. Part 220 School Breakfast Program.

7 C.F.R. Part 245 Determining Eligibility for Free and Reduced Price Meals and Free Milk in Schools.

U.S. Department of Agriculture, Food and Nutrition Service, Policy Memo SP 46-2016, “Unpaid Meal Charges: Local Meal Charge Policy,” July 8, 2016.

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U.S. Department of Agriculture, Food and Nutrition Service, Policy Memo SP 57-2016, “Unpaid Meal Charges: Guidance and Q&A,” Sept. 16, 2016

**Policy Adopted: December 20, 2022**

Windsor Public Schools  
Windsor, CT



**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared By:** Danielle Batchelder

**Presented By:** Danielle Batchelder  
Chief of Operation

**Attachments:** Details of Agreement – Provided in Executive Session

**Subject:** Ratification of the Collective Bargaining Agreement between the Windsor BOE and the United Public Service Employees Union (UPSEU) Windsor BOE Nurses, Unit 143

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**Background:**

The Windsor Board of Education and the United Public Service Employees Union (UPSEU) Local 424 - Unit 143 (Windsor Nurses), reached an agreement for a successor four-year contract covering July 1, 2025 through June 30, 2029.

**Status:**

The Association voted “yes” on the proposed 7/1/2025-6/30/2029 contract.

**Recommendation:**

The Board of Education should ratify this Agreement. Suggested motion: Move that the Board of Education vote to ratify the Agreement between the Windsor Board of Education and the United Public Service Employees Union (UPSEU) Local 424 -Unit 143 (Windsor Nurses) covering July 1, 2025 through June 30, 2029.

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Reviewed by: NOB

Recommended by the Superintendent: Shehab

Agenda Item # 12.a.

**WINDSOR BOARD OF EDUCATION  
AGENDA ITEM**

**For Consideration by the Board of Education at the Meeting of:** November 18, 2025

**Prepared By:** Danielle Batchelder

**Presented By:** Danielle Batchelder,  
Chief of Operations

**Attachments:** Details of Agreement – Provided in Executive Session

**Subject:** Ratification of the Collective Bargaining Agreement between the Windsor BOE and Windsor School Administrators' & Supervisors' Association

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**Background:**

The Windsor Board of Education and the Windsor School Administrators' & Supervisors' Association reached an agreement for a successor three-year contract covering July 1, 2026 through June 30, 2029.

**Status:**

The Association ratified the 2026-2029 contract.

**Recommendation:**

The Board of Education should ratify this Agreement. A suggested motion: Move that the Board of Education vote to ratify the Agreement between the Windsor Board of Education and the Windsor School Administrators' & Supervisors' Association covering July 1, 2025 through June 30, 2028.

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Reviewed by:     WB    

Recommended by the Superintendent:     Shahah    

Agenda Item #     12.b.